

CONVERSATION BETWEEN FRED PEIVANDI & DONNA POPLAR

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CONVERSATION BETWEEN FRED PEIVANDI & DONNA POPLAR

STATE OF MICHIGAN
GENESEE COUNTY, MICHIGAN

IN-PERSON
CONVERSATION BETWEEN

- FRED PEIVANDI

and

DONNA POPLAR

HELD AT

- 211 WEST OAKLEY STREET
FLINT, MICHIGAN 48503

HELD ON

- UNKNOWN DATE

Transcribed by

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CONVERSATION BETWEEN FRED PEIVANDI & DONNA POPLAR

<p>1 Flint, Michigan</p> <p>2 UNKNOWN FEMALE SPEAKER: Good morning.</p> <p>3 MS. POPLAR: How are you; how are you?</p> <p>4 UNKNOWN FEMALE SPEAKER: I'm good. How you doing?</p> <p>5 MS. POPLAR: I'm fine.</p> <p>6 UNKNOWN FEMALE SPEAKER: (Inaudible)</p> <p>7 MS. POPLAR: Is he in?</p> <p>8 UNKNOWN FEMALE SPEAKER: Yeah, he's in there.</p> <p>9 MR. POPLAR: Hi. How are you?</p> <p>10 UNKNOWN FEMALE SPEAKER 2: Hi. Good.</p> <p>11 MS. POPLAR: Fred.</p> <p>12 MR. PEIVANDI: What's up?</p> <p>13 MS. POPLAR: This goes back to you.</p> <p>14 MR. PEIVANDI: All right. Yeah. We're going to</p> <p>15 do this, if you don't mind, and then, when we do the needs</p> <p>16 study, they said we have to open up additional revenue for</p> <p>17 the position. They kind of talked -- talked about it, I</p> <p>18 guess, so --</p> <p>19 MS. POPLAR: Yeah, but -- I have no problem with</p> <p>20 that. The only concern I had is this: it's just not</p> <p>21 because there's a fight over this position, you know. You</p> <p>22 say to me that --</p> <p>23 MR. PEIVANDI: Yeah.</p> <p>24 MS. POPLAR: -- why should you hire somebody to</p> <p>25 accommodate me for my disability when you can hire somebody</p> <p style="text-align: center;">Page 2</p>	<p>1 that's evolved around it --</p> <p>2 MR. PEIVANDI: Well, I'm willing to --</p> <p>3 MS. POPLAR: -- is a problem.</p> <p>4 MR. PEIVANDI: -- accommodate you with a part-time</p> <p>5 employee to come in and help you.</p> <p>6 MS. POPLAR: But it doesn't -- it doesn't</p> <p>7 explain -- why would you even make the statement like that</p> <p>8 to me? What was on your mind when you did that?</p> <p>9 MR. PEIVANDI: No. I'm talking about -- in the</p> <p>10 real world, I'm talking about. It's just a fact. I mean,</p> <p>11 it's just a fact of life. In the real world -- I don't know</p> <p>12 if you're recording me or if you have been.</p> <p>13 MS. POPLAR: No. I'm not going to -- why would I</p> <p>14 record you?</p> <p>15 MR. PEIVANDI: I don't know. In real life --</p> <p>16 okay? -- if I own a company, just between you and I -- all</p> <p>17 right? --</p> <p>18 MS. POPLAR: Sure.</p> <p>19 MR. PEIVANDI: -- who would you hire? Would you</p> <p>20 hire somebody who can -- you're not going to hire somebody</p> <p>21 that's going to take one and a half persons to do the job or</p> <p>22 two people to do the job. This is talking between you and</p> <p>23 I.</p> <p>24 MS. POPLAR: Sure.</p> <p>25 MR. PEIVANDI: The real world. Okay?</p> <p style="text-align: center;">Page 4</p>
<p>1 who don't have a disability. What's really going on? Be</p> <p>2 honest with me here. That's what I want.</p> <p>3 MR. PEIVANDI: Well --</p> <p>4 MS. POPLAR: Well, when you made the statement --</p> <p>5 why would you -- why would you say to me, why should you</p> <p>6 hire somebody to assist me with my disability when you can</p> <p>7 just hire somebody who don't have a disability, you know,</p> <p>8 like hire an HR director without a disability?</p> <p>9 MR. PEIVANDI: No; no. Well, that's --</p> <p>10 MS. POPLAR: Why would you say that to me?</p> <p>11 MR. PEIVANDI: This is the discussion we had --</p> <p>12 talked to Lisa (phonetic) about?</p> <p>13 MS. POPLAR: Sure.</p> <p>14 MR. PEIVANDI: I'm -- I was talking in general.</p> <p>15 If it was a private company, what would they do?</p> <p>16 MS. POPLAR: Whether it's a private company or</p> <p>17 not, I have a disability, Fred, you know.</p> <p>18 MR. PEIVANDI: Well, that's why --</p> <p>19 MS. POPLAR: And I didn't bring this blindness on</p> <p>20 myself. You know, it's something that just happened. And</p> <p>21 so for you, as my boss, to tell me why should you bring</p> <p>22 somebody on board to accommodate me when you could just hire</p> <p>23 somebody without the disability, how do you think that makes</p> <p>24 me feel? I mean, you asked me to be open and honest with</p> <p>25 you, and that's what I'm being. And so then everything</p> <p style="text-align: center;">Page 3</p>	<p>1 MS. POPLAR: I understand that.</p> <p>2 MR. PEIVANDI: That's what -- that's what I was</p> <p>3 saying.</p> <p>4 MS. POPLAR: Well, I was a bit -- I was feeling</p> <p>5 the vibe. But let me explain to you this: This is the real</p> <p>6 world, and I want you and I to be on the same page.</p> <p>7 MR. PEIVANDI: Yeah. I want to be on the same</p> <p>8 page with you.</p> <p>9 MS. POPLAR: I -- I think -- I think we're -- I</p> <p>10 think our relationship is --</p> <p>11 MR. PEIVANDI: Improving.</p> <p>12 MS. POPLAR: And my point is this, you've been</p> <p>13 here 25 years.</p> <p>14 MR. PEIVANDI: Is it improving?</p> <p>15 MS. POPLAR: I think so.</p> <p>16 MR. PEIVANDI: Okay.</p> <p>17 MS. POPLAR: But you -- you've been here --</p> <p>18 MR. PEIVANDI: I've been here 25 and a half years.</p> <p>19 MS. POPLAR: -- 25 and a half years.</p> <p>20 MR. PEIVANDI: Yeah.</p> <p>21 MS. POPLAR: In 25 and a half years, Fred --</p> <p>22 MR. PEIVANDI: I've never had any --</p> <p>23 MS. POPLAR: -- all these departments have had</p> <p>24 their executive secretary for you, administrative assistants</p> <p>25 for everyone else. Even if you take out the equation of my</p> <p style="text-align: center;">Page 5</p>

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CONVERSATION BETWEEN FRED PEIVANDI & DONNA POPLAR

<p>1 disability -- right? --</p> <p>2 MR. PEIVANDI: Okay.</p> <p>3 MS. POPLAR: -- you're talking to me -- and I</p> <p>4 don't want to hear -- I don't want to hear the thoughts of</p> <p>5 Shirley Kautman-Jones or Dave Arceo. I want to hear you. I</p> <p>6 work for you. There's no justification for HR not to even</p> <p>7 have an assistant, too. We have 600-and-something --</p> <p>8 680 members that we deal with just on the benefit side</p> <p>9 alone. You know your day -- sitting in this seat now, you</p> <p>10 probably get all kind of interruptions all day long.</p> <p>11 MR. PEIVANDI: Uh-huh (affirmative).</p> <p>12 MS. POPLAR: We get that in HR all day long.</p> <p>13 MR. PEIVANDI: Sure.</p> <p>14 MS. POPLAR: We're responsible for everything</p> <p>15 evolved around HR, HR systems. Everything starts with HR.</p> <p>16 Everything ends with HR. If any one department needs an</p> <p>17 assistant, it would be your HR department, and so, if I was</p> <p>18 to do a wage study -- and we're going to do it -- on the</p> <p>19 work that all the secretaries do right now, including</p> <p>20 Vickie (phonetic), Linda, whatever, the work that they do</p> <p>21 will never touch the amount of work that we do in the HR</p> <p>22 department. We're nonstop, and so --</p> <p>23 MR. PEIVANDI: Well, that's why we asked -- look.</p> <p>24 We need to do a needs study --</p> <p>25 MS. POPLAR: But I've been asking for an assistant</p> <p style="text-align: center;">Page 6</p>	<p>1 MS. POPLAR: Sure.</p> <p>2 MR. PEIVANDI: So I've gone through one, two,</p> <p>3 three, four, five HR directors. None of them had any</p> <p>4 assistants.</p> <p>5 MS. POPLAR: And we've proved to you that was</p> <p>6 wrong. Abunder (phonetic) -- I can't think of the guy's</p> <p>7 name. Normally, they sit up in Human -- I can't think of</p> <p>8 her name right now, but I'll get it to you. She was your</p> <p>9 deputy in HR. That was HR. She was a deputy.</p> <p>10 MR. PEIVANDI: You talking about Sue Jacobs?</p> <p>11 MS. POPLAR: She was the deputy in HR, and she was</p> <p>12 your -- that was your -- that was your HR number-two person.</p> <p>13 MR. PEIVANDI: Well, there was only Sue Jacobs and</p> <p>14 Rachel (phonetic), two people. But the -- the guy from</p> <p>15 Southfield --</p> <p>16 MS. POPLAR: Okay. And then watch this.</p> <p>17 MR. PEIVANDI: What was his name?</p> <p>18 MS. POPLAR: I can't remember his name.</p> <p>19 MR. PEIVANDI: He was good, though.</p> <p>20 MS. POPLAR: And the thing about it, when you look</p> <p>21 at this year alone --</p> <p>22 MR. PEIVANDI: Yeah.</p> <p>23 MS. POPLAR: -- this -- this employee handbook --</p> <p>24 MR. PEIVANDI: Uh-huh (affirmative).</p> <p>25 MS. POPLAR: -- was only revised 18 years ago. It</p> <p style="text-align: center;">Page 8</p>
<p>1 for two years. And I almost had it through John. But the</p> <p>2 thing is, the need for my assistant and the willingness to</p> <p>3 give it to me didn't change since Shirley got on the board.</p> <p>4 And it's almost like you have embraced that. I'm asking</p> <p>5 you, when you deal with me, deal with me openly. I'm not</p> <p>6 going to do anything to --</p> <p>7 MR. PEIVANDI: I -- I am open, and I'm present,</p> <p>8 and I know -- I try to help as much as I can.</p> <p>9 MS. POPLAR: You're present, but you can say some</p> <p>10 offensive things. When you say to me, why should you</p> <p>11 bring --</p> <p>12 MR. PEIVANDI: I apologize if I have said anything</p> <p>13 offensive.</p> <p>14 MS. POPLAR: That's --</p> <p>15 MR. PEIVANDI: Okay?</p> <p>16 MS. POPLAR: Well, that's what I want to hear. I</p> <p>17 want to hear that apology.</p> <p>18 MR. PEIVANDI: Yeah. If I -- if I said anything</p> <p>19 offensive, I apologize.</p> <p>20 MS. POPLAR: Well, it was offensive. When you're</p> <p>21 telling me -- you're looking at a person who's -- who's</p> <p>22 legally blind.</p> <p>23 MR. PEIVANDI: Well, I'm also looking -- listen.</p> <p>24 I'm also looking at -- you said -- you just said I was here</p> <p>25 25 and a half years.</p> <p style="text-align: center;">Page 7</p>	<p>1 was never fully advised -- revised. There was no new</p> <p>2 policies added, only the current policy that was there to</p> <p>3 make sure they're still in compliance. I did that work.</p> <p>4 MR. PEIVANDI: No. I -- I --</p> <p>5 MS. POPLAR: It was a lot of work.</p> <p>6 MR. PEIVANDI: -- give you credit for that. Yes,</p> <p>7 it's a lot of -- it's a lot of work; yes.</p> <p>8 MS. POPLAR: And then, when you look at the HR</p> <p>9 department, when you've got systems that goes back 40 years,</p> <p>10 shame on the people who sit in this HR director's seat --</p> <p>11 MR. PEIVANDI: And didn't act on it.</p> <p>12 MS. POPLAR: -- and didn't do -- do what I'm doing</p> <p>13 right now. I've gotten this done in a -- well, a short</p> <p>14 period of time. Look at this (indicating).</p> <p>15 MR. PEIVANDI: Uh-huh (affirmative).</p> <p>16 MS. POPLAR: They thought we could not get the</p> <p>17 retirees -- the 200-and-something retirees to buy into the</p> <p>18 Medicare Advantage. I did that. I -- I negotiated that and</p> <p>19 got them in, and they got a buy-in. They saved this</p> <p>20 agency -- or this operation \$350,000 a year and a lot of</p> <p>21 work. Turn around --</p> <p>22 MR. PEIVANDI: I know.</p> <p>23 MS. POPLAR: They didn't think we could get --</p> <p>24 MR. PEIVANDI: I think you had a hand in changing</p> <p>25 the benefits, too, just --</p> <p style="text-align: center;">Page 9</p>

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<p>1 MS. POPLAR: All that. So -- so, when you look 2 at -- when you look at the other part -- 3 MR. PEIVANDI: No. I recognize that. 4 MS. POPLAR: -- we were able to negotiate -- I put 5 that idea to the table, to get the union to agree that new 6 hires would go into a retiree cash plan for their health 7 care. I did that. I cannot say how hard I worked, the time 8 I put in, and to -- and to allow people, for personal 9 reasons -- personal and political reasons to try to -- it's 10 almost like, are you trying to make me suffer? 11 MR. PEIVANDI: No; no. It's not -- 12 MS. POPLAR: It's like -- I don't -- 13 MR. PEIVANDI: It's not personal. Believe me. 14 MS. POPLAR: How can it not be? 15 MR. PEIVANDI: It's not -- 16 MS. POPLAR: Because it hasn't been due to budget. 17 MR. PEIVANDI: We've never had an assistant 18 executive person -- 19 MS. POPLAR: Well, you've never -- 20 MR. PEIVANDI: -- in the charts, so I figured 21 that's why I want to do a needs study, to go through all 22 departments, and I also want to know how much everybody is 23 worth. When you're telling me that this is, like, \$25 an 24 hour, well, I've got an engineer A3 with a bachelor's degree 25 down there, with technical background, making 20 bucks an</p> <p style="text-align: center;">Page 10</p>	<p>1 for -- this is to your advantage. 2 MR. PEIVANDI: My advantage. I know. 3 MS. POPLAR: -- that -- why accommodate -- 4 MR. PEIVANDI: I'm so -- 5 MS. POPLAR: -- the person with a disability when 6 you can hire somebody who don't have a disability. 7 MR. PEIVANDI: I'm so straightforward, you know. 8 MS. POPLAR: I -- well, being straightforward -- 9 MR. PEIVANDI: I'm so open, so transparent, and so 10 what? I mean, that's the truth. You know what I'm saying? 11 It -- I'm looking at the private standpoint. If I was 12 running a show or a company, who would you hire? 13 MS. POPLAR: Well, you can't discriminate -- 14 MR. PEIVANDI: I'm not -- no; no. 15 MS. POPLAR: But you can't -- 16 MR. PEIVANDI: It's not -- you can't -- it 17 depends -- 18 MS. POPLAR: -- discriminate against a person with 19 a disability, though, Fred. 20 MR. PEIVANDI: -- it depends; it depends. Because 21 you could -- you could have some disabled -- yeah. People 22 with disabilities do a beautiful job. I've seen them in 23 some of the state government that they -- including MDOT. 24 MS. POPLAR: And some of them are blind. 25 MR. PEIVANDI: No. I didn't see blind, but I saw</p> <p style="text-align: center;">Page 12</p>
<p>1 hour. Do you know what I'm saying? 2 MS. POPLAR: Well, tell him to come work for me -- 3 MR. PEIVANDI: That's what you pay -- 4 MS. POPLAR: -- for \$25 an hour, 40 hours a week. 5 I'll take him. I'll take one of those engineers just like 6 that (indicating). I'm sure they can do the work. My thing 7 is that, before we even -- we just recently started talking 8 about the wage study a month ago. 9 MR. PEIVANDI: Right. 10 MS. POPLAR: Matter of fact, this month, to be 11 exact. So my thing is, I've been dealing with the need for 12 the disability for how long? All I'm -- 13 MR. PEIVANDI: Well, I -- I tried to act on that 14 as soon as I could. 15 MS. POPLAR: Yeah, but the thing is -- the point 16 that I have a concern with -- and I accept your apology -- 17 is the fact that never -- 18 MR. PEIVANDI: Listen. I'm not doing anything 19 against it, Donna. 20 MS. POPLAR: Okay. But never -- never -- whether 21 you deal with that problem or not -- 22 MR. PEIVANDI: I haven't talked to anybody else, 23 including Anthony. 24 MS. POPLAR: Okay. But -- I understand. Never 25 tell anyone with a disability, Fred -- never -- this is</p> <p style="text-align: center;">Page 11</p>	<p>1 people in the military doing technical stuff, mission work, 2 transportation and the wealth of knowledge and the skills. 3 MS. POPLAR: Sure. All I'm saying to you is that, 4 be -- as we move forward, be careful because you're going to 5 have -- 6 MR. PEIVANDI: But you have to -- 7 MS. POPLAR: You've got other people -- 8 MR. PEIVANDI: You're going to have to kind of 9 hold my hand -- 10 MS. POPLAR: Okay. Be careful what you say to a 11 person with disability. Never, ever again say to a person 12 with a disability, "Why should I hire you when I can hire 13 somebody without a disability?" I'm just helping you. 14 Okay? And I accept your apology. 15 MR. PEIVANDI: Yeah -- no. I do -- that's -- I 16 didn't mean to offend you at all, believe me -- at all. I 17 was just giving you the reality of the world in private 18 business, a private company. 19 MS. POPLAR: But that's not the reality, Fred. 20 People that are a part of this cannot discriminate against 21 people with disabilities. 22 MR. PEIVANDI: I can tell -- I can tell you, go to 23 Kraft, Rowe, Wade Trim, CHMP, all these companies, they 24 wouldn't even hire me anymore. You know why? Because I'm 25 old.</p> <p style="text-align: center;">Page 13</p>

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<p>1 MS. POPLAR: That's age --</p> <p>2 MR. PEIVANDI: Seriously.</p> <p>3 MS. POPLAR: That's age discrimination.</p> <p>4 MR. PEIVANDI: Well, that's what I'm saying.</p> <p>5 MS. POPLAR: They can get in trouble for that.</p> <p>6 MR. PEIVANDI: But -- yeah. I'm not going to go</p> <p>7 after them. I'm just saying, if I do -- if I was, like,</p> <p>8 20 years younger, they would grab me in a heartbeat, but</p> <p>9 right now, they're going to come to me and talk to me and</p> <p>10 say, "Well, how long are you going to be with us?" They</p> <p>11 want to make some assurance that I just don't go there; I</p> <p>12 work there a year and then leave. You know what I'm saying?</p> <p>13 MS. POPLAR: Well, the problem of it -- again, I</p> <p>14 think that, you know, you and I can work things out. But I</p> <p>15 just -- you know, I have a problem with, you know, being</p> <p>16 told that Shirley, you know, don't want to support the</p> <p>17 position, you know; Arceo don't want to support the</p> <p>18 position.</p> <p>19 MR. PEIVANDI: But this -- this -- I'm supportive</p> <p>20 of it. I just -- I was hesitant to do the job description</p> <p>21 signature until we do the needs study because it sounded to</p> <p>22 me that we were creating a new position.</p> <p>23 MS. POPLAR: No -- well, you are.</p> <p>24 MR. PEIVANDI: I don't want to do that --</p> <p>25 MS. POPLAR: You are.</p> <p style="text-align: center;">Page 14</p>	<p>1 job description, there's no job description.</p> <p>2 MR. PEIVANDI: Well, Donna, I'm funding the</p> <p>3 clerical for now, though -- you see what I'm saying? --</p> <p>4 part-time clerical position. You're calling it</p> <p>5 administrative assistant. That's a little different.</p> <p>6 MS. POPLAR: Well, the person is --</p> <p>7 MR. PEIVANDI: It's like -- sounds as -- sounded</p> <p>8 to me like you -- now we have a new position.</p> <p>9 MS. POPLAR: But it goes back to what was -- it</p> <p>10 goes back to what John Mandelaris was approving last year</p> <p>11 under John Daly. It was an administrative assistant,</p> <p>12 part-time position. You're saying -- first of all, we've</p> <p>13 never had a part-time position in the history of this</p> <p>14 operation. You've been here 25 years. You don't bring them</p> <p>15 in as part time. This is the first time -- and this is why</p> <p>16 I questioned why we're doing what we're doing. This is the</p> <p>17 first time ever you've brought a part-time person on board.</p> <p>18 I'm willing to --</p> <p>19 MR. PEIVANDI: You're correct.</p> <p>20 MS. POPLAR: -- agree to that because, one, any</p> <p>21 kind of help I can get for the HR department right now --</p> <p>22 MR. PEIVANDI: No; no. I'm getting you help.</p> <p>23 MS. POPLAR: -- is a big help for us.</p> <p>24 MR. PEIVANDI: You're going to get help, yeah.</p> <p>25 MS. POPLAR: But you know, the thing is, it</p> <p style="text-align: center;">Page 16</p>
<p>1 MR. PEIVANDI: -- in advance.</p> <p>2 MS. POPLAR: You are. Just like you're creating a</p> <p>3 new position for your -- I'm just going to tell you this to</p> <p>4 keep you -- there's never a job that has ever been created</p> <p>5 here or we had that don't have a job description created. I</p> <p>6 do not think -- you do it how you want to do it. It's not</p> <p>7 my recommendation because I know it's going to -- it's -- I</p> <p>8 know it's going to come back on you. It's not my</p> <p>9 recommendation for you, as the managing director, to --</p> <p>10 MR. PEIVANDI: To pick an administrative assistant</p> <p>11 that's, like, a technical, skilled --</p> <p>12 MS. POPLAR: Well, but apart -- you've got to have</p> <p>13 them skilled. You really need to -- I can't put nobody in</p> <p>14 an HR department that's not skilled because they're going to</p> <p>15 do -- they're going to do a variety of different things, not</p> <p>16 just directly for me, but for the department at large, and</p> <p>17 they're going to do it under 20 hours. There's no way I can</p> <p>18 work them above the 20 hours when this (indicating) only</p> <p>19 approves 20 hours.</p> <p>20 So it doesn't matter the scope of the job</p> <p>21 description as long as I don't see the 20 hours. So, for</p> <p>22 you to go before this board, I don't think John Mandelaris,</p> <p>23 of all people, is going to allow this to come through</p> <p>24 without asking where the job description is at, you know.</p> <p>25 So I can't -- I'm not going to go ahead of you. You say no</p> <p style="text-align: center;">Page 15</p>	<p>1 doesn't make any difference whether we call a person a</p> <p>2 clerical person or we call them administrative assistant.</p> <p>3 They can't work beyond 20 hours. I don't care what you call</p> <p>4 it. They still can't work more than 20 hours. The</p> <p>5 budget -- how are you going to pay them?</p> <p>6 MR. PEIVANDI: The budget is estimated.</p> <p>7 MS. POPLAR: Yeah. But how will we pay them --</p> <p>8 watch this -- if you're -- under what authority would I work</p> <p>9 them longer than 20 hours and pay them? You -- when the</p> <p>10 board is going to approve for me to only have them here for</p> <p>11 20 hours at \$25 an hour, so where would the extra money</p> <p>12 come? That's not an estimate in my -- that is the actual</p> <p>13 amount. When a person takes on this job --</p> <p>14 MR. PEIVANDI: If you're paying 25 bucks an hour.</p> <p>15 MS. POPLAR: I'm telling them the salary is \$25 an</p> <p>16 hour. Now, the other thing I got to look into, because the</p> <p>17 law has changed -- that's why we started using seasonal</p> <p>18 employees. When you start using temporary employees or you</p> <p>19 start using part-time employees --</p> <p>20 MR. PEIVANDI: Yeah. That's my --</p> <p>21 MS. POPLAR: -- we've got to see about their</p> <p>22 benefits.</p> <p>23 MR. PEIVANDI: Well, that's what my next question</p> <p>24 is. Are you going to hire or talk to an employment agency</p> <p>25 to bring somebody in --</p> <p style="text-align: center;">Page 17</p>

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CONVERSATION BETWEEN FRED PEIVANDI & DONNA POPLAR

<p>1 MS. POPLAR: Well, I'm -- what I'm doing now -- 2 MR. PEIVANDI: -- or do you know somebody to bring 3 in? 4 MS. POPLAR: I don't know anyone. What I'm doing 5 now is just putting feelers out there because, if I put it 6 up here, we're going to get probably hundreds of 7 applications. We can't screen that. And just see -- if you 8 know somebody, anybody -- I don't care. I just need 9 somebody that's qualified, that's got an HR background 10 that's going to come into HR and help us do what we do in 11 HR. 12 MR. PEIVANDI: It won't be my daughter. I'll tell 13 you that. 14 MS. POPLAR: You can't bring her in. You're the 15 managing director. 16 MR. PEIVANDI: I know. No, I'm not going to. 17 MS. POPLAR: No. You can't bring her in. The 18 thing is, she's still got a lot to learn over there, you 19 know. 20 MR. PEIVANDI: Yeah. Apparently, she's getting 21 along with Makini (phonetic), I think. She hasn't 22 complained too much lately. 23 MS. POPLAR: As long as she -- as long as she 24 stay -- as long as she stay -- it's politics, Fred. Any 25 day, they can -- politics do what it does. I'm not getting</p> <p style="text-align: center;">Page 18</p>	<p>1 MR. PEIVANDI: Yeah. She knows a lot of people 2 there. 3 MS. POPLAR: The people she knows, it doesn't 4 matter when it comes to politics. You know how that game 5 goes. They love you today and hate you the same day, so -- 6 MR. PEIVANDI: Well, she learned that already -- 7 MS. POPLAR: Yeah. 8 MR. PEIVANDI: -- because they promised her this 9 and that, but she never -- they never went through with it. 10 MS. POPLAR: All she can do is -- she's gotta hold 11 tight to November of next year and see who is going to be 12 the mayor. 13 MR. PEIVANDI: Mayor? 14 MS. POPLAR: You get a new mayor in and -- 15 MR. PEIVANDI: Does the mayor have any authority 16 to select the HR directors and the other directors? 17 MS. POPLAR: Well, it's politics. The mayor had 18 the authority to tell the person she appointed if she 19 want -- if she wants your daughter gone, and just like that, 20 she's gone because she's -- you know, I wouldn't -- if I 21 were them, I wouldn't make that move because they open that 22 door -- 23 MR. PEIVANDI: No. They usually tell their 24 cabinet members to get rid of the directors, not the regular 25 employees.</p> <p style="text-align: center;">Page 20</p>
<p>1 any complaints about her. You know, I'm the reason she's 2 there. 3 MR. PEIVANDI: Now, what's -- whatever happened to 4 the other person who left -- 5 MS. POPLAR: Tia (phonetic) -- Tia's gone on with 6 McLaren. She has a really good job with McLaren. 7 MR. PEIVANDI: Well, she's soon to go to the City, 8 though, I assume or -- I don't know. I assume; right? 9 Because she left under the hostile work environment, I 10 believe. 11 MS. POPLAR: Uh-huh (affirmative). 12 MR. PEIVANDI: Yeah. I don't -- I mean, I 13 don't -- 14 MS. POPLAR: I don't -- I don't know if she's 15 pursuing that. 16 MR. PEIVANDI: I mean, I don't -- I believe -- 17 now, I don't -- I don't blame her either because if it 18 was -- if Makini was my boss, I would have felt the same. 19 MS. POPLAR: I've not heard anything from -- 20 MR. PEIVANDI: (Inaudible) 21 MS. POPLAR: No, I haven't -- I haven't heard 22 anything about your daughter. It's just she got a lot to 23 learn. She's -- she's trying to learn it. So that's all 24 she needs to do. Stay out of -- stay out of the politics 25 over there.</p> <p style="text-align: center;">Page 19</p>	<p>1 MS. POPLAR: That's not it works, Fred. I was 2 HR director over there, and I'm telling you, when the mayor 3 don't want somebody amongst that working staff that's not 4 union -- 5 MR. PEIVANDI: Yeah. 6 MS. POPLAR: -- tell the department head, "You 7 need to get rid of them," and they'll get rid of them. 8 Don't have to have no reason. They just do what they do. 9 All I'm telling you is to tell her to stay out of the 10 politics. Tell her not to talk HR business, stayed focused, 11 wait patiently and see what happens with the next 12 administration -- with the next -- with the next election. 13 MR. PEIVANDI: But she -- is it term-limited, the 14 mayor? 15 MS. POPLAR: No; no. Long as the people keep 16 putting them in there, they'll keep staying. Right now, I 17 don't know if anybody is going to really run against her 18 that can beat her at this point. No one really wants the 19 job is what I'm hearing. 20 MR. PEIVANDI: Who's this Gilchrist guy? What is 21 he? Is he, like, a -- runs-the-show man? 22 MS. POPLAR: He really -- he's really -- he's 23 really -- he has a lot of say-so, and the mayor's going to 24 do exactly what he says. He's the reason why she's the 25 mayor. So he's really like -- although you've got a city</p> <p style="text-align: center;">Page 21</p>

6 (Pages 18 to 21)

CONVERSATION BETWEEN FRED PEIVANDI & DONNA POPLAR

<p>1 administrator, he's really your number two person.</p> <p>2 MR. PEIVANDI: And then the city administrator</p> <p>3 after him? Well, he's on a contract basis, so --</p> <p>4 MS. POPLAR: That's correct. But it doesn't</p> <p>5 matter. He still runs the show. The city administrator is</p> <p>6 there for -- in name only. But Gilchrist calls those shots</p> <p>7 over there, and the mayor respects what he says.</p> <p>8 MR. PEIVANDI: How is your -- did you go to the</p> <p>9 doctor today?</p> <p>10 MS. POPLAR: I took my CAT scan this morning, and</p> <p>11 I'm waiting to go back at 12:45 because they did it all stat</p> <p>12 so my doctor will have the results.</p> <p>13 MR. PEIVANDI: How are things going?</p> <p>14 MS. POPLAR: Good days, bad days. I mean, you</p> <p>15 know how it is.</p> <p>16 MR. PEIVANDI: Nothing major; right?</p> <p>17 MS. POPLAR: Could be, you know. Looking at</p> <p>18 cancer is nothing -- this is -- I've had it before, so --</p> <p>19 breast cancer, but it's nothing you take lightly.</p> <p>20 MR. PEIVANDI: Yeah, I know. That's why I changed</p> <p>21 my -- when I go to every six months going to the doctor</p> <p>22 instead of a year now.</p> <p>23 MS. POPLAR: Yeah. That's important, especially</p> <p>24 at your age now. As we get older -- as we get older, we</p> <p>25 should see the doctor more -- more frequently.</p> <p style="text-align: center;">Page 22</p>	<p>1 I'm taking PTO come Monday.</p> <p>2 MS. POPLAR: Okay.</p> <p>3 MR. PEIVANDI: I'm going to be in Canada. So</p> <p>4 positive -- I have access to emails, but no phone calls.</p> <p>5 MS. POPLAR: Okay. Yeah. I don't have this.</p> <p>6 MR. PEIVANDI: So I'm going to get --</p> <p>7 MS. POPLAR: I've never seen this (indicating).</p> <p>8 MR. PEIVANDI: I'm going to get this thing</p> <p>9 reviewed -- finish reviewing it today.</p> <p>10 MS. POPLAR: Okay.</p> <p>11 MR. PEIVANDI: I've already done it once. So I'm</p> <p>12 going to go through this (indicating) book --</p> <p>13 MS. POPLAR: Okay; okay.</p> <p>14 MR. PEIVANDI: -- plus that and see what's</p> <p>15 missing.</p> <p>16 MS. POPLAR: Okay.</p> <p>17 MR. PEIVANDI: And then I'll have all this</p> <p>18 information ready for Tuesday morning when I come in.</p> <p>19 MS. POPLAR: Okay. And then, when we do these,</p> <p>20 well, we do -- we pretty much basically focus in on</p> <p>21 what's -- what our ten major policies should be, and then we</p> <p>22 add additional new policies. You'll see new policies that I</p> <p>23 added on that wasn't -- that I felt was relevant.</p> <p>24 MR. PEIVANDI: And then we're only limiting that</p> <p>25 only to the employee policy -- employee-related policy, not</p> <p style="text-align: center;">Page 24</p>
<p>1 Okay. I got a thing where Shirley wants to meet</p> <p>2 with us Tuesday maybe to talk about this (indicating)?</p> <p>3 MR. PEIVANDI: Yes; yes.</p> <p>4 MS. POPLAR: Those two policies that I looked at,</p> <p>5 I didn't even know those policies existed. That was</p> <p>6 something that was done back in May.</p> <p>7 MR. PEIVANDI: Yes.</p> <p>8 MS. POPLAR: It wasn't brought to HR's attention.</p> <p>9 We don't even have a copy of it.</p> <p>10 MR. PEIVANDI: Yeah. I got it right here</p> <p>11 (indicating).</p> <p>12 MS. POPLAR: That was done through -- did the</p> <p>13 board order that?</p> <p>14 MR. PEIVANDI: Yeah, right here (indicating).</p> <p>15 MS. POPLAR: Yeah, that never come through HR.</p> <p>16 MR. PEIVANDI: I don't see --</p> <p>17 MS. POPLAR: I think that's --</p> <p>18 MR. PEIVANDI: Really?</p> <p>19 MS. POPLAR: No. We never seen these.</p> <p>20 MR. PEIVANDI: Then the FOIA -- is FOIA in there?</p> <p>21 MS. POPLAR: No, not in my HR.</p> <p>22 MR. PEIVANDI: That's what I'm doing today. I'm</p> <p>23 going to get --</p> <p>24 MS. POPLAR: Uh-huh (affirmative).</p> <p>25 MR. PEIVANDI: Because I'm not going to be able --</p> <p style="text-align: center;">Page 23</p>	<p>1 anything else? Because --</p> <p>2 MS. POPLAR: No. I don't normally -- what other</p> <p>3 policies you guys do --</p> <p>4 MR. PEIVANDI: Yeah. We've got a maintenance</p> <p>5 policy. We've got an engineering policy.</p> <p>6 MS. POPLAR: No; no. That's -- that's</p> <p>7 departmental policies.</p> <p>8 MR. PEIVANDI: Yeah, that's different. Yeah,</p> <p>9 that's departmental policies.</p> <p>10 MS. POPLAR: But I'm thinking -- and let me -- I'm</p> <p>11 thinking --</p> <p>12 MR. PEIVANDI: It would be nice to have a handbook</p> <p>13 for employees and then procedures and policies and</p> <p>14 engineering, just like a thick book, all in one place like</p> <p>15 this (indicating) one.</p> <p>16 MS. POPLAR: Well, that would be nice for probably</p> <p>17 your office and maybe for the HR office or something coming</p> <p>18 up, but I'm sure that -- and confirm -- I don't know. You</p> <p>19 can confirm it at our next meeting. I would think that</p> <p>20 every director who has separate, individual policies for</p> <p>21 their department to operate, that they're giving those to</p> <p>22 their employees. And then that -- you have a copy --</p> <p>23 because I don't have any of that information.</p> <p>24 That's why I said that's one of the good things</p> <p>25 about being able to actually start restructuring our HR</p> <p style="text-align: center;">Page 25</p>

7 (Pages 22 to 25)

CONVERSATION BETWEEN FRED PEIVANDI & DONNA POPLAR

<p>1 department and having someone to come in and look at our 2 systems because that's very important. I think you've 3 got -- I think you've got policies in the various 4 departments that we haven't even allowed our attorney to 5 look at and see if they're within legal compliance. We just 6 wrote up policies and what have you. Then I know that 7 there's certain policies that you probably -- especially 8 engineering, that you probably get from MDOT and places like 9 that that you've got to have. Those are fine.</p> <p>10 MR. PEIVANDI: Yeah. Most of those are -- those 11 are mostly its funding policies.</p> <p>12 MS. POPLAR: Okay. So, if there's nothing else 13 outside of that, then, and you've not created your own 14 internal departmental policies, then you're safe.</p> <p>15 MR. PEIVANDI: And then the gifting policy is 16 already mentioned in here.</p> <p>17 MS. POPLAR: Yup. I wrote that. That -- I made 18 sure we're tight on that.</p> <p>19 MR. PEIVANDI: It's -- yeah. It's on page -- I 20 forgot where --</p> <p>21 MS. POPLAR: Okay; okay.</p> <p>22 MR. PEIVANDI: So, no. That's what I'm going to 23 do this afternoon.</p> <p>24 MS. POPLAR: Okay.</p> <p>25 MR. PEIVANDI: When I come back from lunch, I'm</p> <p style="text-align: center;">Page 26</p>	<p>1 MR. PEIVANDI: So you do have some that are not 2 adopted yet?</p> <p>3 MS. POPLAR: That is correct. Go back and see. 4 There's several in here that we've done. A lot of the work 5 was done in your entry part that I did, but you have 6 policies in here -- let me see.</p> <p>7 MR. PEIVANDI: Okay. I'll take a look.</p> <p>8 MS. POPLAR: Yeah. I have a hard time looking at 9 that white paper.</p> <p>10 MR. PEIVANDI: That's a good point -- that's a 11 good point you're making.</p> <p>12 MS. POPLAR: Uh-huh (affirmative).</p> <p>13 MR. PEIVANDI: Anything that doesn't have an 14 adopted date --</p> <p>15 MS. POPLAR: Yeah, you can just --</p> <p>16 MR. PEIVANDI: -- yeah, I'll --</p> <p>17 MS. POPLAR: -- look at those.</p> <p>18 MR. PEIVANDI: Yeah.</p> <p>19 MS. POPLAR: Okay.</p> <p>20 MR. PEIVANDI: I'll look at those --</p> <p>21 MS. POPLAR: And that will save a lot of time for 22 you.</p> <p>23 MR. PEIVANDI: -- along with additional things 24 that -- that are in here to see -- to make sure that some of 25 the important stuff is included in it.</p> <p style="text-align: center;">Page 28</p>
<p>1 going to sit down and go through this (indicating). 2 MS. POPLAR: Okay.</p> <p>3 MR. PEIVANDI: I'm not going to go through the 4 entire thing.</p> <p>5 MS. POPLAR: You don't have to.</p> <p>6 MR. PEIVANDI: But I definitely want to go make 7 sure that everything that you have here --</p> <p>8 MS. POPLAR: One of the things you may not want to 9 look at is -- when you go through and you see policies 10 that's already been -- that has an adopted date already --</p> <p>11 MR. PEIVANDI: Right.</p> <p>12 MS. POPLAR: -- bypass that because that's already 13 pretty much been reviewed, and we just added it -- we just 14 kept it -- we made no changes.</p> <p>15 MR. PEIVANDI: Okay.</p> <p>16 MS. POPLAR: So let me give you an example to help 17 you so you don't have so much work.</p> <p>18 MR. PEIVANDI: Like this (indicating) one?</p> <p>19 MS. POPLAR: Okay. Like this one, that's already 20 been --</p> <p>21 MR. PEIVANDI: Adopted?</p> <p>22 MS. POPLAR: -- adopted, so no changes have been 23 made. Okay?</p> <p>24 MR. PEIVANDI: Okay.</p> <p>25 MS. POPLAR: That's why I said it.</p> <p style="text-align: center;">Page 27</p>	<p>1 MS. POPLAR: Yeah. Like the whistleblower policy 2 and the --</p> <p>3 MR. PEIVANDI: The whistleblower policy, the FOIA 4 policy.</p> <p>5 MS. POPLAR: FOIA -- I've never seen that. I've 6 heard discussions about the FOIA policy --</p> <p>7 MR. PEIVANDI: Yeah. This was --</p> <p>8 MS. POPLAR: -- via Shirley.</p> <p>9 MR. PEIVANDI: -- via Shirley, so --</p> <p>10 MS. POPLAR: I was going to say, I was -- that's 11 not my work.</p> <p>12 MR. PEIVANDI: Well, these are my work. That's 13 my -- I wrote these down.</p> <p>14 MS. POPLAR: No; no; no. I'm saying I didn't 15 write these policies.</p> <p>16 MR. PEIVANDI: Oh. Okay. Who did, then?</p> <p>17 MS. POPLAR: I have no idea. The fifth month -- 18 it seems like John was gone. You didn't -- Anthony was 19 interim.</p> <p>20 MR. PEIVANDI: Yeah. But -- right.</p> <p>21 MS. POPLAR: So maybe that's something that the 22 board ordered.</p> <p>23 MR. PEIVANDI: Somebody provided this (indicating) 24 to me and Anthony, and then we just reviewed it. I didn't 25 do the --</p> <p style="text-align: center;">Page 29</p>

CONVERSATION BETWEEN FRED PEIVANDI & DONNA POPLAR

<p>1 MS. POPLAR: I didn't do it. 2 MR. PEIVANDI: I didn't author this at all. 3 MS. POPLAR: It's not a part of any of our 4 records, so I don't know if that's been -- I don't know if 5 this (indicating) has been approved. Was this written by a 6 lawyer, or where did this come from? 7 MR. PEIVANDI: Yeah, probably looked at this. 8 MS. POPLAR: Who? 9 MR. PEIVANDI: Gail (phonetic) from -- what's his 10 name Michael Cronk (phonetic), Tom's -- 11 MS. POPLAR: You mean Wendy? 12 MR. PEIVANDI: I mean Wendy. 13 MS. POPLAR: Yeah, we deal with Wendy. 14 MR. PEIVANDI: Who is Gail? 15 MS. POPLAR: Is Gail -- Gail is from -- 16 McCrissif (phonetic)? 17 MR. PEIVANDI: Yeah, McCrissif. 18 MS. POPLAR: Uh-huh (affirmative). 19 MR. PEIVANDI: Yeah. 20 MS. POPLAR: So maybe this came from McCrissif. 21 MR. PEIVANDI: McCrissif. I think McCrissif 22 looked at it. 23 MS. POPLAR: Confirm that and let me know because 24 we don't have this (indicating), and I have no way of 25 knowing -- everything I do, I have to make sure it's gone</p> <p style="text-align: center;">Page 30</p>	<p>1 MS. POPLAR: Uh-huh; uh-huh (affirmative). 2 MR. PEIVANDI: Make them all -- and then there's 3 some other ones that might -- may be some other ones, too, 4 like character policy is in there? 5 MS. POPLAR: That's in here (indicating). 6 MR. PEIVANDI: Is there -- 7 MS. POPLAR: The only thing that I've seen that 8 was not in here was your whistleblower and your FOIA policy. 9 MR. PEIVANDI: Okay. 10 MS. POPLAR: Because other than that, this book 11 should have mimicked -- mimic what we already -- 12 MR. PEIVANDI: Did we make any changes to the 13 credit card policy? 14 MS. POPLAR: No. I mean, it's already adopted. 15 MR. PEIVANDI: Because Shirley was talking about 16 limits, putting limits to how much money we can spend on 17 credit card. 18 MS. POPLAR: So, if she wants to do that, then she 19 needs to -- 20 MR. PEIVANDI: We have to revise what -- 21 MS. POPLAR: And we'll just revise it, uh-huh 22 (affirmative). That's not a problem. Anything that we feel 23 needs to be revised, that's not a problem at all. 24 MR. PEIVANDI: And then the creditor doesn't have 25 to do anything through a financial institution. We just</p> <p style="text-align: center;">Page 32</p>
<p>1 through legal compliance. 2 MR. PEIVANDI: I'll see if Linda remembers how we 3 got this. 4 MS. POPLAR: The same thing with the 5 whistleblower. 6 MR. PEIVANDI: Whistleblower, I thought you guys 7 wrote this. 8 MS. POPLAR: I didn't write the whistleblower. 9 MR. PEIVANDI: Yeah. You sure it's not in here? 10 MS. POPLAR: It's -- it's not in there. 11 Whistleblower is not in here because it would not have 12 been -- I didn't write it. 13 MR. PEIVANDI: I'll double-check. 14 MS. POPLAR: I don't -- I don't think Wendy with 15 Tom's office is aware that the whistleblower -- I'm going 16 to, you know, make sure she gets it and add it to our policy 17 because it should be in there. 18 MR. PEIVANDI: Yeah. 19 MS. POPLAR: It's not one of the -- it's not one 20 of the -- because the law -- it's already law. The 21 whistleblower is already law. So it's not like it's one of 22 our required policies, but I will make sure that it's part 23 of this (indicating) book. 24 MR. PEIVANDI: Right. It should be part of this 25 book, too.</p> <p style="text-align: center;">Page 31</p>	<p>1 have to make sure we do a policy that the -- 2 MS. POPLAR: Which eliminates -- 3 MR. PEIVANDI: -- employees will follow the 4 policy. 5 MS. POPLAR: Sure. That's not a problem. 6 MR. PEIVANDI: If it goes against it, then it will 7 be -- 8 MS. POPLAR: And I know Shirley said she had some 9 things that she wanted to discuss -- 10 MR. PEIVANDI: Yes. 11 MS. POPLAR: -- so that's fine. 12 MR. PEIVANDI: So we'll -- we'll -- she probably 13 will include John Mandelaris because she's had some 14 comments, too -- or he had some comments. 15 MS. POPLAR: Okay. Yeah. I seen his comments. 16 MR. PEIVANDI: Yeah. So there will be probably 17 four of us -- 18 MS. POPLAR: Okay. That's fine. 19 MR. PEIVANDI: -- that plan on talking about this. 20 Okay? 21 MS. POPLAR: That's fine. 22 MR. PEIVANDI: And then you can go ahead and -- it 23 looks like -- you can hire somebody right now if you want. 24 MS. POPLAR: Okay. I need to get Eric to sign 25 this.</p> <p style="text-align: center;">Page 33</p>

9 (Pages 30 to 33)

CONVERSATION BETWEEN FRED PEIVANDI & DONNA POPLAR

<p>1 MR. PEIVANDI: Oh. Eric --</p> <p>2 MS. POPLAR: Okay; okay. Gotcha.</p> <p>3 MR. PEIVANDI: That's it?</p> <p>4 MS. POPLAR: Anything else from me? Any reports</p> <p>5 you need?</p> <p>6 MR. PEIVANDI: No.</p> <p>7 MS. POPLAR: I'm up to date pretty much. We're</p> <p>8 not going to do the job performance meeting with Devin</p> <p>9 Sullivan because we're going to do that through the</p> <p>10 consultant?</p> <p>11 MR. PEIVANDI: Correct.</p> <p>12 MS. POPLAR: Okay. We are --</p> <p>13 MR. PEIVANDI: Well, they can -- they can help us</p> <p>14 if we need help. I probably should --</p> <p>15 MS. POPLAR: And then you have --</p> <p>16 MR. PEIVANDI: And he's not going to show up at</p> <p>17 the board meeting either because they're going to be out in</p> <p>18 Mount Pleasant.</p> <p>19 MS. POPLAR: Okay. The other thing is,</p> <p>20 Stephanie -- we do have the draft of the proposal. When</p> <p>21 she's finished doing her part to it, then I'll bring it down</p> <p>22 for you to look at.</p> <p>23 MR. PEIVANDI: Save it for another day because I'm</p> <p>24 going to finish reading this (indicating) today.</p> <p>25 MS. POPLAR: Okay.</p> <p style="text-align: center;">Page 34</p>	<p>1 able to carry out their job functions and not have -- be</p> <p>2 distracted by that odor.</p> <p>3 MR. PEIVANDI: Did they notice --</p> <p>4 MS. POPLAR: Well, they said it's really, really</p> <p>5 bad.</p> <p>6 MR. PEIVANDI: I don't even know -- I may know who</p> <p>7 you're talking about. Heavy-set guy --</p> <p>8 MS. POPLAR: Yeah, heavy-set guy.</p> <p>9 MS. POPLAR: -- in the mechanics shop; right?</p> <p>10 Yeah. I think I know who you're talking about.</p> <p>11 MS. POPLAR: I don't know if he works for the</p> <p>12 mechanics shop, or is -- do he work for -- he works for</p> <p>13 Anthony. So he doesn't work in the mechanics shop. But he</p> <p>14 is a heavy-set guy.</p> <p>15 MR. PEIVANDI: Well, it's just a different person.</p> <p>16 There's a guy I'm thinking of. He's a heavy-set guy who</p> <p>17 basically puts air in my tire if I need him to. But he's in</p> <p>18 the mechanics area.</p> <p>19 MS. POPLAR: Okay; okay.</p> <p>20 MR. PEIVANDI: I had a meeting with the foreman</p> <p>21 yesterday about the 9-1-1, about the MISS DIG and all that</p> <p>22 stuff.</p> <p>23 MS. POPLAR: How did that turn out for you?</p> <p>24 MR. PEIVANDI: Pretty good because I just wanted</p> <p>25 to let them know, put them on notice that I'm going to be</p> <p style="text-align: center;">Page 36</p>
<p>1 MR. PEIVANDI: And then I'll just take care of it</p> <p>2 next week.</p> <p>3 MS. POPLAR: Okay; okay.</p> <p>4 MR. PEIVANDI: Like I said, I'm not going to be in</p> <p>5 Monday, and this --</p> <p>6 MS. POPLAR: Okay. Gotcha.</p> <p>7 MR. PEIVANDI: And I would automatically</p> <p>8 (inaudible) I've just been tired. I won't be back until --</p> <p>9 MS. POPLAR: Okay. Well, the only thing I've got</p> <p>10 pending, I still have to deal with the employee with the</p> <p>11 odor problem. We're going to deal with him on Monday.</p> <p>12 MR. PEIVANDI: Yeah. Did you have a conversation</p> <p>13 with him?</p> <p>14 MS. POPLAR: Not yet. Anthony and I are going to</p> <p>15 sit down on Monday. I've thought about it because you've</p> <p>16 got to be gentle on how you handle those kind of situations.</p> <p>17 MR. PEIVANDI: Does this guy take showers?</p> <p>18 MS. POPLAR: This is a problem every day. This is</p> <p>19 an every day problem, so I'm going to do the investigation,</p> <p>20 waiting for our interview with him. And it doesn't appear</p> <p>21 as though a union rep -- chances are what I'm going to</p> <p>22 probably do is probably have him go home and take a shower</p> <p>23 and return back to work and let him know that, you know, we</p> <p>24 expect him to come to work in the condition by which the</p> <p>25 odor is not there that interferes with other people being</p> <p style="text-align: center;">Page 35</p>	<p>1 watching them.</p> <p>2 MS. POPLAR: Okay.</p> <p>3 MR. PEIVANDI: So that way, if anything goes</p> <p>4 wrong, then I don't want them to be surprised.</p> <p>5 MS. POPLAR: And they're -- the other thing I</p> <p>6 think you should do, just for cautionary purposes and just</p> <p>7 for proper protocol, if those guys want to come to you and</p> <p>8 they should be on their jobsite --</p> <p>9 MR. PEIVANDI: Yeah.</p> <p>10 MS. POPLAR: -- first thing you need to ask them,</p> <p>11 did they get approval from Anthony to leave their jobsite.</p> <p>12 MR. PEIVANDI: And Mike Yeager (phonetic) was here</p> <p>13 talking to me about some district project for over by</p> <p>14 (inaudible) for next year.</p> <p>15 MS. POPLAR: He should be discussing that with</p> <p>16 Anthony.</p> <p>17 MR. PEIVANDI: I think he came here -- he had this</p> <p>18 little envelope. (Inaudible) an envelope in the mail room,</p> <p>19 and then on his way out, he saw my door open, so he came in</p> <p>20 and talked to me.</p> <p>21 MS. POPLAR: I would just be a little cautious of</p> <p>22 that, you know. You want to make sure you -- that was just</p> <p>23 a -- that was just an innocent situation, but where they</p> <p>24 actually think they can just come directly to you, you need</p> <p>25 to always ask them, have they --</p> <p style="text-align: center;">Page 37</p>

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<p>1 MR. PEIVANDI: No. We didn't talk anything 2 special, or it wasn't anything, you know, sensitive. 3 MS. POPLAR: Sure. 4 MR. PEIVANDI: It was just a conversation -- 5 MS. POPLAR: Sure. I getcha. 6 MR. PEIVANDI: It's, like, you know, I go out and 7 if somebody runs into me and starts talking to me. 8 MS. POPLAR: There's nothing wrong with that. 9 MR. PEIVANDI: That's -- and my -- 10 MS. POPLAR: There's nothing wrong with that. 11 MR. PEIVANDI: -- my door is always open. 12 MS. POPLAR: Yeah. There's nothing wrong with 13 that; there's nothing wrong with that. 14 MR. PEIVANDI: If it's sensitive, if they were 15 talking about the union or talking about disciplinary 16 actions, yeah -- 17 MS. POPLAR: Those are Anthony's. 18 MR. PEIVANDI: -- that's when I (inaudible). 19 MS. POPLAR: Okay. 20 MR. PEIVANDI: But if he's talking to me about 21 (inaudible) because I ask him how's he doing, for example, 22 with the whole thing -- 23 MS. POPLAR: Uh-huh (affirmative). 24 MR. PEIVANDI: "You guys are keeping up at 25 I-system," you know, that's one of the questions that I</p> <p style="text-align: center;">Page 38</p>	<p>1 2 3 4 5 I certify that this transcript, consisting of 39 pages, is 6 a complete, true and correct record of the recording provided to 7 Network Reporting Corporation. 8 9 10 11 12 13 14 15 August 4, 2022 16 17 Denise Bowers, CER 4106 18 Certified Electronic Recorder 19 Network Reporting Corporation 20 Firm Registration Number 8151 21 1-800-632-2720 22 23 24 25</p> <p style="text-align: center;">Page 40</p>
<p>1 have. I want to make sure that they're on top of it. 2 MS. POPLAR: Okay. Sounds good. 3 MR. PEIVANDI: But yeah, it was just -- he just 4 ran into me. That's all. 5 MS. POPLAR: Uh-huh (affirmative). 6 MR. PEIVANDI: All right. 7 MS. POPLAR: Yeah. Okay. 8 MR. PEIVANDI: Take care of yourself and 9 (inaudible) -- 10 MS. POPLAR: Got it. Thanks, Fred. 11 MR. PEIVANDI: Thank you. 12 MS. POPLAR: I'm going to get a signature from 13 Eric, and I'll have Ruth give it back to you. 14 UNKNOWN FEMALE SPEAKER: Okay. All right. 15 MS. POPLAR: I'm trying to feel that chocolate. 16 Hold this bag. I'm going to tell you, it's got to get 17 better. Can you get initials on Eric from this and give it 18 back to Linda for me, please? 19 UNKNOWN FEMALE SPEAKER: Absolutely. 20 MS. POPLAR: Okay. I appreciate it. 21 UNKNOWN FEMALE SPEAKER: You're walking all wrong. 22 MS. POPLAR: Yeah. I'm getting -- the more -- the 23 longer I sit, the stiffer it gets, you know. 24 UNKNOWN FEMALE SPEAKER: Yeah. 25 (Recording concluded)</p> <p style="text-align: center;">Page 39</p>	

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